

# Fiscal Year 2011 Classification and Pay Plans

June 2010

The pay plan code, not the bargaining unit code, must be used to determine the proper pay plan for a class. All job classes in the classification plan are arranged in two separate listings: first, alphabetically by class title, and then in class code number order. The classification plan includes the following information for each job class: EEO 4 category, occupational code, overtime eligibility, bargaining unit and status, pay plan code, pay grade, class code and class title. These are discussed in more detail below and on the reverse side.

## EEO 4 Category (EEO):

This code identifies the Equal Employment Opportunity occupational category to which that job class is assigned.

01	Official/Administrator	03	Technician	05	Protective Service (non-sworn)	07	Skilled Craft
02	Professional	04	Protective Service (sworn)	06	Administrative Support	08	Service/Maintenance

## Occupational Code (OC):

An occupational code is a numeric code assigned to further subdivide EEO 4 categories obtained from the "Census 2000 EEO Tabulation." They are used to obtain labor force availability information for jobs found in the State's work force.

## Overtime Eligibility (OT):

Classes NOT eligible for overtime compensation are coded "0." Classes coded "1" are eligible for straight (hour for hour) overtime compensation. Classes eligible for premium overtime compensation (one and one-half time rate) are coded "2."

## Bargaining Unit and Status (UNIT):

<u>Unit</u>				<u>Status</u>			
001	Clerical (AFSCME)	006	Security (AFSCME)	012	Patient Treatment (UNORGANIZED)	E	Exempt from collective bargaining
002	Technical (AFSCME)	007	Public Safety (SPOC)	015	Social Services (IMW classes) (UE/IUP)	N	Covered by a collective bargaining agreement
003	Blue Collar (AFSCME)	008	Engineering (UNORGANIZED)	021	Justice (EXEMPT)	S	Supervisory (and exempt from collective bargaining)
004	Fiscal & Staff (field status 104) (AFSCME)	009	Science (UE/IUP)	024	Department Directors/Appointed Non-Elected Officials (STATUTORY)	U	Eligible for collective bargaining, but currently not organized
005	Social Services (UE/IUP)	010	Education (UNORGANIZED)				
		011	Patient Care (AFSCME)				

**Pay Plan Code (PLN):**

000	Noncontract	014	Security/Community Corrections	017	Public Safety (Park Rangers)
014	Clerical	007	Public Safety	024	Department Directors/Appointed
014	Technical	009	Science/Social Services	024	Non-Elected Officials
014	Blue Collar			025	Lottery Key Executive
014	Fiscal & Staff				

**Pay Grade (PG):**

Each job class is assigned a pay grade number. Classes with an elongated pay range are identified with either a "plus" or a "minus" number in parenthesis. A "plus" number of 26 + 13.5% means that the job class has an advanced starting salary that is 13.5% above the minimum of the pay range. A "minus" number of 26 (-4), means that the job class starts below the minimum of the assigned pay grade (26) which is equivalent to the minimum of pay grade 22.

**Class Code (CODE):** Five digit identification number for a job class.

Class Code (50,000): Positions in these class codes are treated differently for overtime purposes than others in the same classification. Refer to the OT code in the Classification Plan.

Class Code (60,000): Class is covered by the Conservation Officer retirement system.

Class Code (70,000): Incumbents (specific employees in a class) are covered by the protection occupation retirement system. As employees vacate a class, it will be deleted.

Class Code (80,000): Class is covered by the protection occupation retirement system.

Class Code (90,000): Class is exempt from collective bargaining.

**Explanation of Symbols and Abbreviations:**

PD	positions are paid on a per diem basis.
ST	positions are paid a salary specified by statute.
MIL RANK	positions are paid a salary based on the incumbent's military rank.